

MEMO



TO All HII Employees
FROM Paul C. Harris
DATE July 16, 2025
RE 2025 HII Compass Award for Compliance

Dear HII Team,

I'm proud to share that HII is honoring five outstanding employees with the 2025 Compass Award for Compliance, an accolade that reflects our steadfast commitment to ethics and integrity. This award recognizes individuals who advance HII's culture of compliance across our divisions and corporate office.

Please join me in congratulating the following honorees:

Corporate Office

Susie Bacon and Shay Brown
Executive IT Support Team

Mission Technologies

Megan Weaver
Administrative Generalist

Ingalls Shipbuilding

Gil Rustin
Contracts Manager

Newport News Shipbuilding

Michael Reilley
Chief Engineer

These teammates exemplify what it means to lead with accountability and purpose. Their actions reduce risk, strengthen trust with our customers and stakeholders, and ensure our operations remain rooted in integrity. Their work not only shapes our present, it secures our future.

Compliance may not always be visible, but it is everywhere: in how we document decisions, manage data, honor contracts, and safeguard sensitive information. In a defense industry shaped by complex regulations and ever-evolving challenges, our ability to stay compliant is not just strategic, it's essential.

We don't just follow the rules because we have to; we do it because it reflects who we are. Compliance is how we protect national security, maintain public trust, and continue to grow as an organization. It's a shared responsibility, and it begins with individuals like Michael, Gil, Megan, Susie, and Shay who are charting the course forward.

On behalf of the Compliance Team and all of HII, congratulations to our Compass Award winners, and thank you for leading by example.

With appreciation,

Paul C. Harris
Executive Vice President
Chief Sustainability and Compliance Officer